
DRAFT – 1/27/04

The right Learning Management System (LMS) will ensure Washington's public health network is delivering, assessing, tracking and managing the most needed, highest quality training for government and community-based health workers. With an LMS, we will have an efficient way to manage, coordinate and support learning resources. It will enable us to identify and manage gaps in learning at the systemic, organizational and individual levels. We will then be able to use the system to evaluate the effectiveness of learning design and delivery format. Importantly, it will also help us identify individuals who have achieved specific levels of competency so they can be called upon as needed, especially in crisis situations.

What is a Learning Management System?

An LMS is a Web-based software application that provides administrative and data tracking functions for managing learners and their educational needs. Learning Management System administrators can organize and schedule courses; manage a course catalog; link courses to competencies; create and administer tests; and track participation, participant profiles, test results, learner reactions, etc. The learners will be able to register for courses; search course catalogs; access e-learning; and monitor their own progress by viewing their transcript, completion status for courses, test scores, etc.

Many LMS's can:

- Provide a mechanism for enumerating the workforce by organization type and individual role;
- Provide a tool for managing resources for conferences, classes and workshops, including e-commerce for collecting registration fees; and
- Provide knowledge management and mentoring tools.

What do we have today?

Currently, the Washington State Department of Health (DOH) maintains the Washington Public Health Training Network (WAPHTN). WAPHTN is a system that links people with training to increase their knowledge, skills and understanding as a means toward achieving public health goals. Through WAPHTN, training is available to a variety of governmental and community-based health workers. The system is linked to the Centers for Disease Control and Prevention's (CDC) Public Health Training Network, a national training network focusing on training opportunities through a variety of distance learning formats. Included within WAPHTN are an online registration system and a lending library. Recent enhancements have focused on increasing the visibility of training resources via an Internet application, and adding a means for system administrators at the local level to remotely manage education and training.

Why do we need a Learning Management System?

Washington's public health workforce is geographically and organizationally scattered across the state. This makes it challenging to deliver training in several formats quickly and simultaneously, ensuring that learners have access to current content when they need it most and in a format compatible with their learning style. An LMS will address this challenge.

With the increasing number of emerging diseases, the threat of bioterrorist events and numerous other public health emergencies that occur, the Public Health Improvement Partnership's (PHIP) Workforce Development Committee (WFD) has determined the need for an LMS system that goes beyond WAPHTN by:

- Tracking individual education/training records;
- Administering and managing educational programs at the local level;
- Identifying organizational or individual competencies;
- Identifying course competencies;
- Performing assessments to identify organizational and individual learning gaps;
- Delivering education/training;
- Developing educational content;
- Sharing best practices; and
- Providing collaborative work tools.

How are we selecting a vendor?

The WFD's Learning Management System Subcommittee has been meeting to review information, and will make recommendations on a final selection of a vendor. Lguide, an independent learning technology research and consulting firm, will advise DOH and the LMS Selection Subcommittee on various steps of the vendor selection process, including refining functional and technical requirements, supporting the development of the LMS Statement of Work, creating vendor evaluation guidelines and, ultimately, selection of the best vendor. Lguide is an independent organization that has no financial ties or relationships to any learning technology vendors.

What's next?

Based on discussions with stakeholders, and development of an LMS charter, priority features, selection process and timeline, the Subcommittee reviewed a Statement of Work and selection criteria for vendor selection. The Department of Information Systems and DOH Contracts shop are also reviewing the Statement of Work. Once the review process is completed, the Statement of Work will be forwarded to CDC, the organization that will initiate the Request for Proposals and, once a vendor has been selected, develop the final contract.

By the end of March, we hope to arrange for vendor presentations to the LMS Subcommittee, and to select the vendor. An implementation and training plan will be developed once that selection has been made.

For more information about this project

If you have questions about this Learning Management System project, please contact [Janice Taylor](#), (360) 236-4086, or [Pam Woll-Hunter](#), (360) 236-4064.

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